



Anti-bullying Policy

Review date: November 2021

Statement of intent

Drayton Junior School believes that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, such as learning about tolerance and difference as part of the school's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the school.

The Education and Inspections Act 2006 outlines several legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour. These measures are part of the school's Behavioural Policy.

1. Legal framework

- 1.1. This policy has been written in accordance with guidance, including, but not limited to:
 - DfE (2017) 'Preventing and tackling bullying'
 - DfE (2018) 'Mental health and wellbeing provision in schools'

2. Definition

- 2.1. For the purpose of this policy, "bullying" is defined as **persistent** behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.
- 2.2. Bullying is characterised by:
 - **Repetition:** Incidents are not one-offs; they are frequent and happen over a period of time.
 - **Intent:** The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
 - **Targeting:** Bullying is generally targeted at a specific individual or group.
 - **Power imbalance:** Whether real or perceived, bullying is generally based on unequal power relations.
- 2.3. Vulnerable (see below) pupils are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves.

3. Types of bullying

- 3.1. Many kinds of behaviour can be considered bullying and can be related to almost anything.
- 3.2. Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or SEND are some of the types of bullying that can occur.
- 3.3. Bullying is acted out through the following mediums:
 - Verbally
 - Physically
 - Emotionally
 - Online (Cyber)
- 3.4. **Racist bullying:** Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.
- 3.5. **Homophobic bullying:** Bullying another person because of their actual or perceived sexual orientation.

- 3.6. **Transphobic bullying:** Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.
- 3.7. **Sexist bullying:** Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours. This is commonly underpinned by sexist attitudes or gender stereotypes.
- 3.8. **Prejudicial bullying:** Bullying based on prejudices directed towards specific characteristics, e.g. SEND or mental health issues.
- 3.9. **Relational bullying:** Bullying that primarily constitutes of excluding, isolating and ostracising someone – usually through verbal and emotional bullying.

4. Roles and responsibilities

- 4.1. The governing board is responsible for:
 - Evaluating and reviewing this policy to ensure that it is not discriminatory.
 - The overall implementation of this policy.
 - Ensuring that the school adopts a tolerant and open-minded policy towards difference.
 - Ensuring the school is inclusive.
 -
- 4.2. The headteacher is responsible for:
 - Reviewing and amending this policy, accounting for new legislation and government guidance, and using staff experience of dealing with bullying incidents in previous years to improve procedures.
 - Arranging appropriate training for staff members.
- 4.3. The deputy headteacher is responsible for:
 - Corresponding and meeting with parents where necessary.
 - Providing a point of contact for pupils and parents, when more serious bullying incidents occur.
- 4.4. Teachers are responsible for:
 - Being alert to social dynamics in their class.
 - Being available for pupils who wish to report bullying.
 - Providing follow-up support after bullying incidents.
 - Being alert to possible bullying situations, particularly exclusion from friendship groups.
 - Refraining from gender stereotyping when dealing with bullying.
 - Understanding the composition of pupil groups, showing sensitivity to those who have been the victims of bullying.
 - Recording any instances of bullying, using the whole school Bullying Log, once they have been approached by a pupil for support.

4.5. Parents are responsible for:

- Informing the school if they have any concerns that their child is the victim of bullying or involving in bullying in anyway.
- Being watchful of their child's behaviour, attitude and characteristics and informing the relevant staff members of any changes.
- Keeping evidence of any cyber bullying.

4.6. Pupils are responsible for:

- Understanding that bullying means **persistent** behaviour, as opposed to an isolated incident of inappropriate behaviour
- Informing a member of staff if they witness bullying or are a victim of bullying.
- Not making counter-threats if they are victims of bullying.
- Walking away from dangerous situations and avoiding involving other pupils in incidents.

5. Prevention

- 5.1. All reported or investigated instances of bullying will be investigated by a member of staff.
- 5.2. Staff will encourage pupil cooperation and the development of interpersonal skills using group and pair work.
- 5.3. All types of bullying will be discussed as part of the curriculum.
- 5.4. Diversity, difference and respect for others is promoted and celebrated through various lessons.
- 5.5. Seating plans will be organised and altered in a way that prevents instances of bullying.
- 5.6. Potential victims of bullying are placed in working groups with other pupils who do not abuse or take advantage of others.
- 5.7. Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and residential visits.
- 5.8. All members of the school are made aware of this policy and their responsibilities in relation to it.
- 5.9. Class teachers will also offer an 'open door' policy allowing pupils to discuss any bullying, whether they are victims or have witnessed an incident.
- 5.10. Every class will have a Worry Box where children can write to the class teacher, as a way of communicating whether they have been a victim of bullying, if they find talking about it too difficult

- 5.11. The school will log all incidents of perceived bullying so that any trends can be identified.

6. Signs of bullying

- 6.1. Staff will be alert to the following signs that may indicate a pupil is a victim of bullying:
- Being frightened to travel to or from school
 - Asking to be driven to school
 - Unwillingness to attend school
 - Becoming anxious or lacking confidence
 - Saying that they feel ill in the morning
 - Decreased involvement in school work
 - Returning home with torn clothes or damaged possessions
 - Missing possessions
 - Cuts or bruises
 - Lack of appetite
 - Lack of eye contact
 - Becoming short tempered
 - Change in behaviour and attitude at home
- 6.2. Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental health issues, so are still worth investigating.
- 6.3. Pupils who display a significant number of these signs are approached by a member of staff, to determine the underlying issues, whether they are due to bullying or other issues.

7. Staff principles

- 7.1. The school will ensure that prevention is a prominent aspect of its anti-bullying vision.
- 7.2. Staff will treat reports of bullying seriously and they will not ignore signs of suspected bullying.
- 7.3. Unpleasantness from one pupil towards another is always challenged and never ignored.
- 7.4. Staff act immediately when they become aware of a bullying incident; this applies to all staff, not solely teaching staff.
- 7.5. Staff always respect pupils' privacy, and information about specific instances of bullying are not discussed with others, unless it is in a setting that the victim has given consent to, or there is a safeguarding concern.

8. Cyber bullying

- 8.1. The school has an Acceptable Use Policy in place, which outlines the school's zero-tolerance approach to cyber bullying.
- 8.2. The school will support pupils who have been victims of cyber bullying by holding formal and informal discussions with the pupil about their feelings and whether the bullying has stopped.
- 8.3. Electronic devices are not allowed in school.

9. Procedures

- 9.1. Minor incidents are reported to the victim's class teacher, who investigates the incident, and logs it using the school central recording system.
- 9.2. When investigating a bullying incident, the following procedures are adopted:
 - The victim, alleged bully and witnesses are all interviewed separately unless the victim chooses to be part of the discussions
 - If a pupil is injured, members of staff take the pupil immediately to the medical room
 - A room is used that allows for privacy during interviews
 - A witness is used for serious incidents
 - If appropriate, the alleged bully, the victim and witnesses, are asked to write down details of the incident; this may need prompting with questions from the member of staff to obtain the full picture
 - Premature assumptions are not made, as it is important not to be judgemental at this stage
 - Members of staff listen carefully to all accounts, being non-confrontational and not attaching blame until the investigation is complete

10. Sanctions

- 10.1. If the deputy/headteacher is satisfied that bullying did take place, the pupil will be helped to understand the consequences of their actions and warned that there must be no further incidents.
- 10.2. The deputy/headteacher informs the pupil of the type of sanction to be used in this instance (loss of free time, parents contacted etc) and future sanctions if the bullying continues.
- 10.3. If possible, the deputy/headteacher will attempt reconciliation and will obtain a genuine apology from the bully. This will either be in writing to the victim (and/or witnesses if appropriate), or face-to-face, but only with the victim's full consent. Discretion is used here; victims will never feel pressured into a face-to-face meeting with the bully.
- 10.4. Parents are informed of bullying incidents and what action is being taken.

- 10.5. The class teacher informally monitors the pupils involved over the next half-term.

11. Support

- 11.1. If necessary, group dynamics are broken up by members of staff by assigning places in classes.
- 11.2. The victim is encouraged to tell a trusted adult in school if bullying is repeated.
- 11.3. The school will work with the perpetrator regarding any underlying mental health or emotional wellbeing problems.

12. Follow-up support

- 12.1. The progress of both the bully and the victim are monitored by their class teacher.
- 12.2. One-on-one sessions to discuss how the victim and bully are progressing may be appropriate.
- 12.3. If appropriate, follow-up correspondence is arranged with parents after the incident.
- 12.4. Pupils who have been bullied are supported in the following ways:
 - Being listened to
 - Having an immediate opportunity to meet with a member of staff of their choice
 - Being reassured
 - Being offered continued support
- 12.5. Pupils who have bullied others are supported in the following ways:
 - Receiving a consequence for their actions
 - Being able to discuss what happened
 - Being helped to reflect on why they became involved
 - Being helped to understand what they did wrong and why they need to change their behaviour
 - Appropriate assistance from parents
- 12.6. Pupils who have been bullied will be assessed on a case-by-case basis and the school will, if necessary, refer the victim of bullying to CAMHS.

13. Bullying outside of school

- 13.1. Where bullying outside school is reported to school staff, it is investigated and acted on if necessary.

13.2. In all cases of misbehaviour or bullying, members of staff can only discipline the pupil on school premises, or elsewhere when the pupil is under the lawful control of the member of staff, e.g. on a school trip.

14. Monitoring and review

14.1. This policy is reviewed every two years.

14.2. The scheduled review date for this policy is November 2021.

